The Impact of Remote Work on Organisational Culture in Post-Pandemic Corporations

Business & Management

Difficulty	Advanced	**Recommended Length**	12,000 – 15,000 words
Keywords	remote work, hybrid work, organisational culture, leadership, HRM	**Academic Support**	AssignProSolution.com

Introduction

When offices emptied out in early 2020, most organisations treated it as a temporary inconvenience. Three years later, many of those same organisations are still negotiating what work actually looks like — and the cultural fallout from that period is still playing out. This dissertation topic sits right at the intersection of human resource management, leadership theory, and the practical realities of managing teams that may never share a physical space again.

Background and Context

Remote and hybrid work arrangements were adopted at scale during the COVID-19 pandemic, but the structural questions they raised — about supervision, collaboration, belonging, and culture — were never fully resolved. Organisations that thrived during the transition generally had stronger pre-existing communication infrastructure and more autonomous working cultures. Those that struggled often found that the informal mechanisms holding their culture together — corridor conversations, spontaneous collaboration, visible leadership — simply did not translate to a distributed model.

Key Research Questions

1. How did large UK corporations deliberately attempt to maintain or reshape organisational culture during the shift to remote work?
2. What role did middle management play in sustaining team cohesion in distributed environments?
3. Is there a measurable relationship between remote work adoption and employee engagement scores post-2021?
4. What does 'culture' even mean when a team has never shared a physical office?

Suggested Methodology

A mixed-methods approach works well here. Quantitative analysis of employee engagement survey data (from publicly available employer reports or primary surveys) can be combined with semi-structured interviews with HR directors and team managers. Case studies of two or three

contrasting organisations — one that returned to office, one fully remote, one hybrid — give the dissertation concrete grounding.

Key Theoretical Frameworks

- Schein's Model of Organisational Culture (1985)
- Social Exchange Theory — Blau (1964)
- Job Demands-Resources Model — Bakker & Demerouti (2007)
- Social Capital Theory — Putnam (2000)

Common Challenges and How to Address Them

Access to honest internal data is the main methodological challenge. Companies are often reluctant to share genuine engagement data or admit that culture deteriorated. Framing interview requests around 'lessons learned' rather than 'what went wrong' tends to get better responses. Secondary sources from CIPD, Gallup, and McKinsey provide useful benchmarks when primary data is limited.

Conclusion and Next Steps

This topic has immediate real-world relevance and a wide enough literature base to support a strong argument. The risk is producing a descriptive rather than analytical piece — the dissertation earns its marks by taking a clear position on whether distributed culture is genuinely sustainable or whether organisations are simply tolerating an unresolved problem. If you need help developing this into a full dissertation proposal or chapter plan, **AssignProSolution.com** provides expert academic support tailored to your university requirements.

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